



U.S. AIR FORCE

Headquarters U.S. Air

Force *Integrity - Service - Excellence*

Service Contract Act (SCA)

Price Adjustment

(Air Force Perspective)



Add Briefer Info Here

**Air Force Labor
Advisors Office
SAF/AQCK**

[insert date]

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Overview



- **Agency Labor Advisors** ✓
- **Price Adjustment Resources (Air Force)**
- **SCA Price Adjustment**
- **SCA Price Adjustment Elements**
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- **Questions**

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Agency Labor Advisors



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Wage Determinations OnLine.gov

Providing public access to federal wage determinations and related information.

WDOL.gov is part of the Integrated Acquisition Environment, one of the E-Government initiatives in the President's Management Agenda. It is a collaborative effort of the Office of Management and Budget, Department of Labor, Department of Defense, General Services Administration, Department of Energy, and Department of Commerce.

HOME

FAQs | User Guide | Help

Service Contract Act	Davis-Bacon Act	Related Information
<ul style="list-style-type: none">Selecting SCA WDse98Archived WDsWDs due to be revised	<ul style="list-style-type: none">Selecting DBA WDsArchived WDsWDs due to be revised	<ul style="list-style-type: none">Agency Labor AdvisorsLibraryDOL Wage and Hour Website

Welcome to the Wage Determinations OnLine Program!

This website provides a single location for federal contracting officers to use in obtaining appropriate Service Contract Act (SCA) and Davis-Bacon Act (DBA) wage determinations (WDs) for each official contract action. The website is available to the general public as well. Guidance in selecting WDs from this website is provided in the WDOL.gov User's Guide.

News and Updates...

» The DOL has announced the dates for the first in a series of Prevailing Wage Conferences to be held throughout the country at locations within each of their five regions. The first two sessions will be held in Washington in July. Please see their [Information Sheet](#) regarding these initial sessions.

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Agency Labor Advisors (cont'd)



List of Agency Labor Advisors

- Chief Acquisition Officers Council (CAOC) Members

Department Of Defense Agencies

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Agency Labor Advisors (cont'd)



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Price Adjustment Resources



- AF Labor Advisor Public Website



<http://ww3.safaq.hq.af.mil/contracting/>





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Price Adjustment Resources (cont'd)



Air Force Acquisition

Home Contracting Organizations

Home > Fact Sheets > AF Labor Advisors: Desktop Guide

AF LABOR ADVISORS: DESKTOP GUIDES

- SAF/AQC Memo, 30 Nov 07
- Davis-Bacon Act (DBA), Feb 06
- Service Contract Act (SCA), May 07
- Labor and Affirmative Action, Apr 05
- Price Adjustment, **Jul 09**



What we're discussing today

FAIR LABOR STANDARDS ACT & SERVICE CONTRACT ACT Price Adjustment Guide

*July
2009*

The purpose of this guide is to provide assistance in calculating contract price adjustments resulting from changes in the Service Contract Act (SCA) minimum wage rates and fringe benefits or changes in the Fair Labor Standards Act (FLSA) minimum wage. This guide is not all-inclusive, is informational, and its use is optional.

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- 1.2 Incorporation of Wage Determinations
- 1.3 Claim Submission
- 1.4 Timeliness of Claim



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SCA Price Adjustment



- What is the Federal Acquisition Regulation (FAR) contractual authority for allowing a Service Contract Act (SCA) labor price adjustment?
- FAR 52.222-43, Fair Labor Standards Act and Service Contract Act -- Price Adjustment (Multiple Year and Option Contracts) (Nov 2006)
 - (a) This clause applies to both contracts subject to **area prevailing wage determinations** and contracts subject to **collective bargaining agreements**.
 - (b) The Contractor warrants that the prices in this contract do not include any allowance for any contingency to cover increased costs **for which adjustment is provided under this clause....**

FAR 52.222-43 provides the authority to adjust the contract price for SCA-covered labor; this clause can only be included in firm-fixed price contracts or labor-hour contracts

Note: highlighting used throughout this briefing is provided for emphasis and does not appear in the actual FAR text

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SCA Price Adjustment (cont'd)



- FAR 52.222-43 (cont'd)
 - (d) The contract price or contract unit price labor rates will be adjusted to reflect the Contractor's **actual increase or decrease** in applicable wages and fringe benefits to the extent that the increase is made **to comply with** or the **decrease is voluntarily made** by the Contractor as a result of:
 - (1) The Department of Labor wage determination applicable on the anniversary date of the multiple year contract, or at the beginning of the renewal option period.

Contractor must provide actual payroll data

Contracting Officer calculates the difference between the amount paid by the Contractor and the new Wage Determination (WD)

The period covered by the adjustment begins with the date the new WD is required by the terms of the contract – not the date of the WD



SCA Price Adjustment (cont'd)



- FAR 52.222-43(d)(1) (cont'd)
 - For example, the prior year wage determination required a minimum wage rate of \$4.00 per hour. The Contractor chose to pay \$4.10. The new wage determination increases the minimum rate to \$4.50 per hour. Even if the Contractor voluntarily increases the rate to \$4.75 per hour, the allowable price adjustment is \$.40 per hour

If the Contractor chooses to pay more than the WD rates, the adjustment is based on what the Contractor ACTUALLY paid--NOT on the previous WD rates

Previous WD hourly rate:	\$4.00/hr	
Contractor actual:	\$4.10/hr	
<u>New WD hourly rate:</u>	<u>\$4.50/hr</u>	
Adjustment:	\$.40/hr	(4.50/hr - \$4.10/hr)



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SCA Price Adjustment (cont'd)



- What is allowed in the SCA labor price adjustment under FAR 52.222-43?
 - (e) Any adjustment will be limited to increases or decreases in **wages and fringe benefits...**, and the **accompanying** increases or decreases in **social security** and **unemployment taxes** and **workers' compensation insurance, but shall not otherwise include** any amount for **general and administrative costs, overhead, or profit.**

Certain tax increases must "accompany" (be caused by) the WD increase. The clause provides no relief from tax increases from other causes or tax increases on a Contractor's total payroll

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SCA Price Adjustment (cont'd)



- General calculation of price adjustment
 - New minimum wage and/or Health and Welfare (H&W)
 - Minus (-) actual wage/H&W paid in previous contract period
 - Plus (+) change in payroll taxes and workers comp
(on amount of increase, only)
 - Equals (=) the price adjustment
- Remember: no overhead (OH), general and administrative (G&A) or profit allowed under the authority of FAR 52.222-43(e)

\$15.00	(new wage)
- <u>14.50</u>	(previous wage paid)
.50	(wage increase)
+ .08	(H&W increase)
+ <u>.12</u>	(change in taxes)
\$.70/hr	(price adjustment)

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SCA Price Adjustment (cont'd)



- **Two Price Adjustment Methods**

- **Forward Pricing Method**

- Contractor claims an adjustment based on the projected impact of a new or revised WD
 - The projection uses the employee hours in the prior contract period factoring in any known or expected changes to contract scope or work force

Most SCA labor price adjustments are done using the Forward Pricing Method

- **Actual Cost Method**

- If the claim has been delayed until after the adjustment period is over, by either an approved extension to the 30-day requirement for filing or by delay in contract modification, the Contractor should use actual employee hours worked as the basis for the claim


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▪ **Adjustment of wages**

- Contractor provides actual wage rate information paid in the previous contract performance period
- Contracting Officer calculates the difference to the new WD rate from the actual rate previously paid by the Contractor (not necessarily the same as the minimum rate required by the previous WD)

FAR 52.222-43(d)
(1) specifically states that the Government’s adjustment will be based on what the Contractor actually paid (provided it was at least the previous WD’s minimum)

Category	Actual Wage Paid by Contractor	Wage on Current WD	Increase
23023 – Env Tech III	\$22.89	\$23.59	.70/hr



Price Adjustment Elements (cont'd)



- **Adjustment of Health & Welfare (H&W)**
- Contractor may be required to provide data supporting the actual premiums paid in previous period
- If the H&W increase is paid directly to employees, it is considered **taxable wages**. The Contractor will incur an accompanying expense in FICA, WCI and possibly FUTA and SUTA
- If H&W is paid to a third-party provider, Contractor incurs no increase in payroll taxes so no FICA or WCI adjustment is due on the H&W increase

FICA and WCI adjustment are due on the H&W amount when H&W is paid directly to the employees.

No FICA or WCI adjustment is due on H&W amount if it is paid into an insurance plan.

Actual H&W Paid by Contractor	H&W on Current WD	Increase
\$3.24/hr	\$3.35/hr	\$.11/hr



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Price Adjustment Elements (cont'd)



▪ Adjustment of Vacation

- A vacation adjustment is only appropriate if the revised WD changed the vacation benefit or entitlement criteria (if, for instance, the old WD stated “one week paid vacation after 1 year of service” and the new WD states “two weeks paid vacation after 1 year of service”)
- No adjustment is permitted merely because an individual employee's seniority has increased his/her entitlement
- Vacation hours required by the WD may be included in the claim (applying the hourly wage and H&W increase to the vacation hours)

Typical hours/year:

Productive Hrs:	1,920
Vacation:	80
Holidays:	80

Vacation required by the WD is found in the notes following the WD classifications (or in the CBA)

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Price Adjustment Elements (cont'd)



▪ **Adjustment of Holidays**

- When the revised WD increases the number of required holidays, the Contractor may generally claim an adjustment for the increased cost
- The adjustment is the SCA minimum wage rate times the number of increased holiday hours (generally, eight hours per each new holiday for a full-time employee)
- Holiday hours required by the WD may be included in the claim (applying the per hour wage and H&W increase to the holiday hours)

The total number of holidays required by the WD is found in the notes following the WD classifications (or in the CBA)



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Price Adjustment Elements (cont'd)



▪ **Adjustment of Unemployment Taxes**

- The Federal Unemployment Tax Act (FUTA) and State Unemployment Tax Act (SUTA) payments are *normally* not affected by a WD revision
- Unemployment taxes are paid by Contractors on wages up to a specific annual ceiling or cap
- The current FUTA rate of .8% is only paid on wages up to a cap of \$7,000 (\$56/yr); Contractors should have included this in their initial offers
- SUTA caps vary by state, but only 14 states use caps exceeding \$20,000. Rates vary by state and by employer, but the maximum SUTA rate is 5.4%
- SUTA websites can be reached through

<http://www.americanpayroll.org/members/statenji>

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STATE	2009 WAGE BASE	2008 WAGE BASE	2007 WAGE BASE	2006 WAGE BASE
Alabama	\$8,000	\$8,000	\$8,000	\$8,000
Alaska	32,700	31,300	30,100	28,700
Arizona	7,000	7,000	7,000	7,000
Arkansas	10,000	10,000	10,000	10,000
California	7,000	7,000	7,000	7,000
Colorado	10,000	10,000	10,000	10,000
Connecticut	15,000	15,000	15,000	15,000
Delaware	10,500	10,500	8,500	8,500
District of Columbia	9,000	9,000	9,000	9,000
Florida	7,000	7,000	7,000	7,000
Georgia	8,500	8,500	8,500	8,500
Hawaii	13,000	13,000	35,300	34,000
Idaho	33,200	32,200	30,200	29,200
Illinois	12,300	12,000	11,500	11,000
Indiana	7,000	7,000	7,000	7,000
Iowa	23,700	22,800	22,000	21,300
Kansas	8,000	8,000	8,000	8,000
Kentucky	8,000	8,000	8,000	8,000
Louisiana	7,000	7,000	7,000	7,000
Maine	12,000	12,000	12,000	12,000
Maryland	8,500	8,500	8,500	8,500
Massachusetts	14,000	14,000	14,000	14,000
Michigan	9,000	9,000	9,000	9,000
Minnesota	26,000	25,000	24,000	24,000
Mississippi	7,000	7,000	7,000	7,000
Missouri	12,500	12,000	11,000	11,000

Sample data on
SUTA bases

Source:

<http://www.americanpayroll.org/members/stateui>



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Price Adjustment Elements (cont'd)



▪ **Adjustment of Unemployment Taxes (cont'd)**

- Since annual employee wages usually exceed the caps **in most states** without regard to the revised WD, typically no additional FUTA or SUTA is required-- the Contractor is already paying the maximum tax
- The contract price is not adjusted for changes in the FUTA or SUTA rate; if an adjustment is warranted, the current rates apply
- Contracting Officer verifies the applicable SUTA rate by requesting suitable documentation from the Contractor or contacting the relevant state employment tax office
- If an adjustment is due, it is only for the FUTA/SUTA percent rate times the wage rate differential

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Price Adjustment Elements (cont'd)



- **No adjustment is allowed on General and Administrative (G&A) costs, overhead and profit**
 - These elements are specifically excluded by FAR 52.222-43(e) and are not allowable as part of an SCA price adjustment
 - Increases in general liability insurance, state gross receipts taxes and bonding costs are also not allowable as part of an SCA adjustment (despite such costs being calculated based on total wages or total revenue)

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Price Adjustment Elements (cont'd)



- **No adjustment is allowed for employee reimbursements**
 - Employee expenses reimbursed by the Contractor, such as payment for fuel, mileage, meals, lodging, tool and uniform allowances and safety shoes, boots or gear, are not considered when calculating the hourly wage rate paid
 - Such payments are considered as reimbursement of a Contractor's business expenses and not wages or fringe benefits
 - These items must be excluded from any calculation for price adjustment under FAR 52.222-43

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SCA Price Adjustment Sample

Our SCA Labor Price Adjustment situation :

1. Environmental remediation project, fixed price, ABC Clean is the Contractor; location: Grissom ARB, IN
2. The wdol.gov wage determination* for the next option has been incorporated into the contract; it requires wage increases for the classifications used by the Contractor
3. The H&W rate also increases from \$3.16 to \$3.24/hour **. The wage determination is 05-2195, an odd number standard WD, therefore, the \$3.24 is due on all hours compensated up to a maximum of 40 hours per week

*If contract has a CBA WD, use rates found in the current CBA; methodology for doing the price adjustment is the same—just have to verify cost data with CBA rates and benefits (e.g., sick leave, vacation accrual, etc.)

** The H&W rate increased from \$3.24/hr to \$3.35/hr on 1 June 2009; awards on/after 1 June 2009 will use the \$3.35/hr rate.

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SCA Price Adjustment Sample (cont'd)

4. Per FAR clause 52.222-43, the Contractor makes a claim for the increased cost

5. ABC Clean provides information which includes each employee's work hours, paid vacation and holiday hours, a "Defense Contract Audit Agency (DCAA) approved" overhead tax rate of 11.65%, the cost of new T-shirts for the employees (the contract required Contractor-identifiable clothing) and employee vehicle mileage reimbursement; the Contractor provided no payroll records

6. The Contractor claims the increase for the laborers, tractor operator, engineering tech I, environmental tech, lead environmental tech, payroll clerk, and the project manager; the lead environmental tech wage rate was never submitted to the Contracting Officer or to DOL for conformance (inclusion) via the SF1444



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SCA Price Adjustment Sample (cont'd)

- Step-by-step, what does the Government do to evaluate this claim?
- What increased costs are required of the Contractor for SCA compliance?
- What accompanying costs are permitted by 52.222-43?

Step 1: Eliminate unallowable costs:

- Non-SCA employees: Payroll Clerk and Project Manager
- Non-wage/benefit costs: T-shirts, mileage
- 11.65% "DCAA-approved" tax rate

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SCA Price Adjustment Sample (cont'd)

- Payroll information needed to calculate the SCA labor price adjustment from the previous year to the current year should be provided by the Contractor
- The authority to require this information is provided under FAR 52.222-43(g):
 - “(g) The Contracting Officer or an authorized representative shall have access to and the right to examine any directly pertinent books, documents, papers and records of the Contractor until the expiration of 3 years after final payment under the contract.”

Step 2: What additional information is needed to evaluate?

- Payroll records showing actual wages and H&W
- Actual hours worked/paid
- How was H&W paid?
- What is the current workers comp rate?
- Were any employee wages previously less than the FUTA and/or SUTA caps?

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SCA Price Adjustment Sample (cont'd)

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Step 3: Calculate:

Hint: Total all hours paid (work + holiday + vacation) in each classification.

Title (# of Employees)	Hours (2080/yr)	Hourly Wages		Delta/Hr	Total Wage Increase
		Actual Rate Pd (FY08)	WD 05-2195 Rev 7 (FY09)		
Labor, Grnds Maint (10)	20,800	\$ 9.50	\$ 10.00	\$ 0.50	\$ 10,400.00
Tractor Operator (1)	2,080	\$ 10.50	\$ 11.75	\$ 1.25	\$ 2,600.00
Engr Tech I (1)	2,080	\$ 17.00	\$ 18.15	\$ 1.15	\$ 2,392.00
Env Tech (5)	10,400	\$ 24.05	\$ 25.25	\$ 1.20	\$ 12,480.00
Lead Env Tech (1)*	2,080	\$ 25.25	\$ 26.30	\$ 1.05	\$ -
Total	37,440				\$ 27,872.00

*The Lead Env Tech classification was not conformed at a “lead” rate (see FAR 52.222-41(c)), therefore, no adjustment is due. The Lead Env Tech is being paid above the minimum requirement for Env Tech so there will be no adjustment to the wages (see FAR 52.222.43(d)).

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SCA Price Adjustment Sample (cont'd)



- **As a reminder, it is the Contractor's responsibility to conform a position to the WD (FAR 52.222-41(c) Compensation)**

(2)(i) If a wage determination is attached to this contract, **the Contractor shall classify any class of service employee which is not listed therein and which is to be employed under the contract** (i.e., the work to be performed is not performed by any classification listed in the wage determination) so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination...

- Referred to as a "conformance"
- Accomplished via SF 1444
- Requires Contractor to conform wage determination within 30 days after the unlisted class of employee performs any contract work
- Contractor submits completed SF1444 (including employee agreement or disagreement) to the Contracting Officer
- Contracting Officer submits SF1444 to the DOL
- DOL approves/disapproves and returns to the Contracting Officer who forwards to the Contractor

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND RATE

CHECK APPROPRIATE BOX



SERVICE CONTRACT



CONSTRUCTION CONTRACT

OMB No.: 9000-0089

Expires: 04/30/2005

Public reporting burden for this collection of information is estimated to average 15 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the FAR Secretariat (MVP), Office of Acquisition Policy, GSA, Washington, DC 20405; and to the Office of Management and Budget, Paperwork Reduction Project (9000-0089), Washington, DC 20503.

INSTRUCTIONS: THE CONTRACTOR SHALL COMPLETE ITEMS 3 THROUGH 16, KEEP A PENDING COPY, AND SUBMIT THE REQUEST, IN QUADRUPLICATE, TO THE CONTRACTING OFFICER.

1. TO: ADMINISTRATOR, Employment Standards Administration WAGE AND HOUR DIVISION U.S. DEPARTMENT OF LABOR WASHINGTON, D.C. 20210		2. FROM: (REPORTING OFFICE) 434 CONS/LGC 456 Main Street Grissom ARB, IN 12345		
3. CONTRACTOR ABC Clean			4. DATE OF REQUEST 20 Oct 2007	
5. CONTRACT NUMBER FA1234-07-C-1234	6. DATE BID OPENED (SEALED BIDDING) N/A	7. DATE OF AWARD 3 Sep 2007	8. DATE CONTRACT WORK STARTED 1 Oct 2007	9. DATE OPTION EXERCISED (IF APPLICABLE) (SCA ONLY)
10. SUBCONTRACTOR (IF ANY) Complete if compliance is for the Subcontractor's employee(s)				
11. PROJECT AND DESCRIPTION OF WORK (ATTACH ADDITIONAL SHEET IF NEEDED) Provide a complete description of the project; can take from the title of the contract and introductory paragraph of the Performance Work Statement/Statement of Work				
12. LOCATION (CITY, COUNTY AND STATE) Grissom ARB, Bunker Hill, Miami County, Indiana				

13. IN ORDER TO COMPLETE THE WORK PROVIDED FOR UNDER THE ABOVE CONTRACT, IT IS NECESSARY TO ESTABLISH THE FOLLOWING RATE(S) FOR THE INDICATED CLASSIFICATION(S) NOT INCLUDED IN THE DEPARTMENT OF LABOR DETERMINATION

NUMBER: 05-2195, Rev. 5

DATED: 08/15/2007

a. LIST IN ORDER: PROPOSED CLASSIFICATION TITLE(S); JOB DESCRIPTION(S); DUTIES; AND RATIONALE FOR PROPOSED CLASSIFICATIONS (SCA ONLY)	b. WAGE RATE(S)	c. FRINGE BENEFITS PAYMENTS
<p><i>(Use reverse or attach additional sheets, if necessary)</i></p> <p>Lead Environmental Technician</p> <p>The Lead Environmental Technician conducts tests and field investigations to obtain data for use by environmental, engineering and scientific personnel in determining sources and methods of controlling pollutants in air, water, and soil, utilizing knowledge of agriculture, chemistry, meteorology, and engineering principles and applied technologies. Reviews and approves all reports and data provided by Environmental Technicians I and II.</p> <p>This worker conducts chemical and physical laboratory and field tests according to prescribed standards to determine characteristics or composition of solid, liquid, or gaseous materials and substances, using pH meter, chemicals, autoclaves, centrifuge spectrophotometer, microscope, analytical instrumentation and chemical laboratory equipment.</p>	<p>\$19.56</p>	<p>\$3.24</p>
<p>14. SIGNATURE AND TITLE OF SUBCONTRACTOR REPRESENTATIVE <i>(IF ANY)</i></p> <p>Must be completed, if applicable</p>	<p>15. SIGNATURE AND TITLE OF PRIME CONTRACTOR REPRESENTATIVE</p> <p>Must be completed</p>	
<p>16. SIGNATURE OF EMPLOYEE OR REPRESENTATIVE</p> <p>Must be signed by the EMPLOYEE or union rep, if applicable</p>	<p>TITLE</p> <p>Employee's Job Title</p>	<p>CHECK APPROPRIATE BOX-REFERENCING BLOCK 13.</p> <p><input type="checkbox"/> AGREE <input type="checkbox"/> DISAGREE</p>

Must be marked by the EMPLOYEE



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SCA Price Adjustment Sample (cont'd)

- **FOR THIS EXERCISE:**

- The contractor documents that H&W was paid to a third-party provider
- So, no accompanying costs are due on the H&W increase

Step 4: Was health and welfare paid in cash to the employees or paid to a third-party provider?

If cash: calculate accompanying costs on H&W total

If third-party provider:
do not calculate accompanying costs of the H&W total



SCA Price Adjustment Sample (cont'd)

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		Hourly Wages				
Title (# of Employees)	Hours (2080/yr)	Actual Rate Paid (FY08)	WD 05-2195 Rev 7 (FY09)	Delta/Hr	Total Wage Increase	H&W (\$.08/hr)
Labor, Grnds Maint (10)	20,800	\$ 9.50	\$ 10.00	\$ 0.50	\$ 10,400.00	\$ 1,664.00
Tractor Operator (1)	2,080	\$ 10.50	\$ 11.75	\$ 1.25	\$ 2,600.00	\$ 166.40
Engr Tech I (1)	2,080	\$ 17.00	\$ 18.15	\$ 1.15	\$ 2,392.00	\$ 166.40
Env Tech (5)	10,400	\$ 24.05	\$ 25.25	\$ 1.20	\$ 12,480.00	\$ 832.00
Lead Env Tech (1)	2,080	\$ 25.25	\$ 26.30	\$ 1.05	-	\$ 166.40
Total	37,440				\$ 27,872.00	\$ 2,995.20

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SCA Price Adjustment Sample (cont'd)

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Step 5: Calculate accompanying costs:

- FICA (6.20% for Security + 1.45% for Medicare)
- Workers Compensation Insurance (Contractor rate = \$4 per \$100 (4%))
- Federal Unemployment Tax Allowance (FUTA) (if applicable)
- State Unemployment Tax Allowance (SUTA) (if applicable)

Title (# of Employees)	Hours (2080/yr)	Hourly Wages			Total Wage Increase	H&W (\$.08/hr)	FICA (7.65%)*	WCI (4%)*
		Actual Rate Paid (FY08)	WD 05-2195 Rev 7 (FY09)	Delta/Hours				
Labor, Grnds Maint (10)	20,800	\$ 9.50	\$ 10.00	\$ 0.50	\$ 10,400.00	\$ 1,664.00	\$ 795.60	\$ 416.00
Tractor Operator (1)	2,080	\$ 10.50	\$ 11.75	\$ 1.25	\$ 2,600.00	\$ 166.40	\$ 198.90	\$ 104.00
Engr Tech I (1)	2,080	\$ 17.00	\$ 18.15	\$ 1.15	\$ 2,392.00	\$ 166.40	\$ 182.99	\$ 95.68
Env Tech (5)	10,400	\$ 24.05	\$ 25.25	\$ 1.20	\$ 12,480.00	\$ 832.00	\$ 954.72	\$ 499.20
Lead Env Tech (1)*	2,080	\$ 25.25	\$ 26.30	\$ 1.05	\$ -	\$ 166.40	\$ -	\$ -
Total	37,440				\$ 27,872.00	\$ 2,995.20	\$ 2,132.21	\$ 1,114.88

*FICA and WCI are not applied to H&W since H&W is paid to an insurance plan and not in cash

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SCA Price Adjustment Sample (cont'd)

Total SCA labor price adjustment due for the upcoming contract performance period: **\$34,114.29**

		Hourly Wages							
Title (# of Employees)	Hours (2080/y r)	Actual Rate Paid (FY08)	WD 05-2195 Rev 7 (FY09)	Delta/Hr	Total Wage Increase	H&W (\$.08/hr)	FICA (7.65%)	WCI (4%)	Amt Due
Labor, Grnds Maint (10)	20,800	\$ 9.50	\$ 10.00	\$ 0.50	\$ 10,400.00	\$ 1,664.00	\$ 795.60	\$ 416.00	\$ 13,275.60
Tractor Operator (1)	2,080	\$ 10.50	\$ 11.75	\$ 1.25	\$ 2,600.00	\$ 166.40	\$ 198.90	\$ 104.00	\$ 3,069.30
Engr Tech I (1)	2,080	\$ 17.00	\$ 18.15	\$ 1.15	\$ 2,392.00	\$ 166.40	\$ 182.99	\$ 95.68	\$ 2,837.07
Env Tech (5)	10,400	\$ 24.05	\$ 25.25	\$ 1.20	\$ 12,480.00	\$ 832.00	\$ 954.72	\$ 499.20	\$ 14,765.92
Lead Env Tech (1)*	2,080	\$ 25.25	\$ 26.30	\$ 1.05	\$ -	\$ 166.40	\$ -	\$ -	\$ 166.40
Total	37,440				\$ 27,872.00	\$ 2,995.20	\$ 2,132.21	\$ 1,114.88	\$ 34,114.29

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Questions



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